



ACTIVITY MENU

Domains

Clinical Skills Development

Activities focused on hands-on practice, case discussions, and skill enhancement.....p.2

Leadership and Teamwork

Leadership skills, enhancing team dynamics, and conflict resolution strategies.....p.3

Communication and Interpersonal Skills

Effective communication, patient interactions, and professional relationships.....p.4

Critical Thinking and Problem Solving

Analytical and decision-making skills in clinical and professional contexts.....p.5

Professional Growth and Career Planning

Long-term career development and professional journeys.....p.6

Well-Being and Resilience

Mental health, work-life balance, and self-care practices.....p.7

Education and Knowledge-Sharing

Shared learning and keeping current with professional trends.....p.8

Department/Unit Specific

Collaborative work on initiatives that improve department functionality or patient outcomes.....p.9

A La Carte Menu

Easy conversational starters for Pods looking to keep it simple but meaningful.....p.10

Key

- **Appetizers:** Quick and engaging activities perfect for Pods with limited time or busy schedules.
- **Main Course:** More in-depth activities designed to help you dive deeper into your time together and maximize collaboration.
- **Desserts:** Fun, informal activities that don't qualify for incentives but are great for building connections and strengthening Pod bonds.
- **A La Carte:** Conversation topics for low-stress meetups of Pods to count towards incentives.



CLINICAL SKILLS DEVELOPMENT ACTIVITY MENU

••• APPETIZER •••

Micro-Learning Burst *15-30mins
*Online
Watch a short (10–15 minute) training video or online module together, then discuss its applications and insights.

Quick Skills Circuit *15-30mins
Set up 2–3 stations for practicing clinical skills (e.g., IV insertion or wound care). Participants rotate in small groups, spending 5–10 minutes at each. Wrap up with a quick debrief to share insights.

Procedure Spectator *30-45mins
Invite an expert from a different specialty to demonstrate a procedure (e.g., arterial line placement, NICU techniques, or advanced dressing changes). Engage in a Q&A afterward about their role and the procedure's challenges.

Clinical Mythbusters *30-45mins
*Online
Select 3–5 clinical could-be-myths (e.g., "Sepsis always presents with a fever"). Find evidence-based resources for participants to review and discuss. Share findings and discuss how evidence-based practice improves patient care.

Behind-the-Scenes Tour *30-45mins
*Offsite
Visit a local medical supplier, university lab, or hospital department with specialized equipment, such as radiology or the cath lab. Observe and discuss how the equipment is used in various scenarios, its limitations, and opportunities for nurses to interact with or manage it.

••• MAIN COURSE •••

Case Study Deep Dive *45-60mins
*Online
Pick an unusual or complex case (e.g., rare diseases or multi-system failures). Divide tasks (e.g., history gathering, assessment, treatment planning) and present findings as a group.

"Show Me" Workshop *45-60mins
*Online
Each member writes down a skill or procedure they're curious about but don't see often (e.g., intraosseous access). Research the skill together, review a demo or video, and discuss its relevance to patient care.

Critical Condition Relay *45-60mins
Participants manage a mock critical scenario with evolving complications (e.g., patient decompensation). Roles rotate as challenges arise, such as unexpected labs or medication reactions. Conclude with a team reflection on performance and decision-making.

Mock Rapid Response *45-60mins
Participants practice a rapid response scenario, rotating roles (e.g., airway management, medication administration). Briefly review the patient's condition, then debrief to discuss actions and communication.

Community Health Trip *60+mins
*Offsite
Visit a local community health organization, such as a public health clinic, rehabilitation center, or hospice facility, to learn about their services and explore nursing roles outside the acute care setting.

••••• DESSERTS (JUST FOR FUN) •••••

- Pod Bakeoff
- Photo Sharing
- Craft Night
- Coffee Chat
- Mocktail Hour
- Recipe Swap
- Virtual Trivia
- Movie Night
- Travel Talk
- Music Share
- Book Club
- Game Night
- Pet Show-and-Tell
- Scavenger Hunt
- Vision Boarding

LEADERSHIP AND TEAMWORK ACTIVITY MENU

... APPETIZER ...

Conflict Role-Play *15-30mins
*Online
Choose a common leadership conflict scenario (e.g., resolving a staff disagreement, managing an upset patient family). Participants role-play as a leader resolving the issue, followed by group feedback.

Puzzle Challenge *15-30mins
Participants work together to solve a jigsaw puzzle (or similar game) that requires leadership, delegation, and teamwork. Challenge yourself to do it as quickly and accurately as possible, delegating roles to members of the team.

Procedure Spectator *30-45mins
Invite an expert from a different specialty to demonstrate a procedure (e.g., arterial line placement, NICU techniques, or advanced dressing changes). Engage in a Q&A afterward about their role and the procedure's challenges.

Mock Charge Nurse *30-45mins
*Online
Simulate a charge nurse's responsibilities during a shift (e.g., assigning patients, managing resources, emergencies). Participants take turns acting as charge nurse while others role-play as staff. Debrief as a group.

Axe Throwing Challenge *30-45mins
*Offsite
Engage in a team-building session at Craft Axe Throwing in Springfield or a similar location, where participants can practice leadership and teamwork in a fun, competitive environment. Assign participants group roles!

... MAIN COURSE ...

Personality Styles *45-60mins
*Online
Participants explore how personality styles (e.g., Myers-Briggs, Enneagram, DISC) impact leadership and teamwork. They discuss their styles, complete any personality test of their choice together, and finish with a group discussion and reflection.

Leader Panel Discussion *45-60mins
*Online
Identify future leadership topics of interest (e.g., transitioning from bedside to management). Rotate roles where each Pod member takes turns acting as a panelist and moderator, sharing perspectives and advice.

Vision Board *45-60mins
Create individual or group vision boards with simple craft materials, outlining leadership aspirations and career paths. Share goals with the group and discuss steps to achieve them.

Leadership Shark Tank *45-60mins
Teams develop a solution to a workplace challenge and pitch it to a panel of "sharks." The panel provides feedback on communication, innovation, and strategy. Conclude with a reflection on effective presentation and handling feedback.

Escape Room Adventure *60+mins
*Offsite
Spend an hour as a Pod solving puzzles and working through challenges at a local escape room, emphasizing leadership, delegation, and teamwork.

... DESSERTS (JUST FOR FUN) ...

- Story Swap
- DIY Projects
- Tea Tasting
- Holiday Party
- Potluck Dinner
- Walking Meetup
- Nature Hike
- Language Exchange
- Fitness Challenge
- Gardening Tips
- Home Décor Swap
- Scrapbooking Session
- Online Karaoke
- Puzzle Night
- Travel Planning

COMMUNICATION AND INTERPERSONAL SKILLS ACTIVITY MENU

... APPETIZER ...

SBAR Speed Practice *15-30mins

Set up a rotation where participants practice delivering concise SBAR (Situation, Background, Assessment, Recommendation) reports for quick, realistic scenarios. Focus on clear, confident delivery and peer feedback.

*Online

Body Language Basics *15-30mins

Discuss and practice reading body language cues in patients and colleagues. Role-play scenarios where participants convey messages without words and decode others' non-verbal cues.

The Silent Leader Exercise *30-45mins

Participants work together on a non-verbal challenge, such as assembling a puzzle or completing a task without speaking. Afterward, the group discusses how body language, facial expressions, and non-verbal cues influence communication.

Networking Speed Round *30-45mins

Simulate a professional networking event where participants rotate and introduce themselves, sharing their goals and challenges. Use prompts to guide discussions, such as "What's your biggest communication hurdle?"

*Online

Scavenger Hunt *30-45mins

Participate in a 30-45 minute Wacky Walks (or similar) scavenger hunt, a royalty-themed adventure that encourages team members to communicate effectively while completing challenges and exploring Springfield's landmarks. <https://www.wackywalks.com/team-building/springfield-mo>

*Offsite

... MAIN COURSE ...

Patient Advocacy Case *45-60mins

Work through a case study as a group, focusing on advocating for a patient in a difficult situation (e.g., under-resourced care, complex family dynamics). Discuss and role-play how to balance empathy and professionalism.

*Online

Difficult Conversations *45-60mins

Use pre-written or custom scenarios (e.g., delivering bad news to a patient, confronting a coworker) to practice tough conversations. Include peer feedback and group discussion to explore alternative approaches.

*Online

"Yes, And..." *45-60mins

Set up an improv session, where participants practice building on each other's ideas by starting sentences with "Yes, and..." Use this to emphasize collaboration and positivity in communication.

Volunteer Together *45-60mins

Volunteer as a group at a local organization (e.g., a food pantry or animal shelter). Reflect on how working together enhances communication and fosters teamwork.

*Offsite

War Zone Nerf Battle *45-60mins

Participate in organized Nerf battles at The War Zone or another similar location, where teams strategize and communicate to achieve objectives. This fun, active environment enhances team dynamics and communication skills.

*Offsite

... DESSERTS (JUST FOR FUN) ...

- Ice Cream Social
- Gratitude Circle
- Wellness Check-In
- Cooking Demo
- Yoga Class
- Meditation Session
- Indoor Picnic
- Seasonal Decorating
- Memory Sharing
- Card Games Night
- Online Bingo
- Photography Tips
- Sketch Swap
- Fitness Class
- Dance Party

CRITICAL THINKING AND PROBLEM SOLVING ACTIVITY MENU

••• APPETIZER •••

Prioritization Race *15-30mins

Present a list of 5–6 patient scenarios from various units (e.g., cardiac arrest, laboring patient, NICU emergency). Participants prioritize the cases in order of urgency and explain their reasoning.

RCA Simulation *15-30mins

Participants analyze a fictional incident report to identify the root cause of a problem (e.g., a delayed patient transfer or medication error). Teams discuss possible contributing factors and suggest preventative measures.

Ethics Roundtable *30-45mins

Facilitators present a challenging ethical case relevant to healthcare practice. Participants discuss the ethical principles involved, potential actions, and the implications of each choice.

EBP Challenge *30-45mins

Participants are tasked with evaluating current research to solve a clinical question or improve patient outcomes. They search for relevant studies, appraise the evidence, and discuss how it applies to practice.

Pod STEM Outing *30-45mins

Visit the Discovery Center or a similar site for an interactive exhibit or hands-on challenge. Participants tackle real-world STEM-based problems (e.g., engineering tasks or health-related simulations) using analytical thinking.

••• MAIN COURSE •••

Simulated 333 Response *45-60mins

Practice responding to emergencies specific to patient populations (e.g., code blue in Cardiac, postpartum hemorrhage in L&D, oxygen failure in Respiratory). Discuss teamwork and critical decision-making.

Decision Tree Practice *45-60mins

Participants navigate one or more CoxHealth decision trees relevant to their work. Each decision impacts the next step, simulating real-time consequences. The session ends with a discussion of the outcomes and alternative approaches.

Lego Challenge *45-60mins

Divide participants into small teams and provide a set of Lego bricks. Teams must design and build a structure that meets specific requirements (e.g., height, stability, or functionality). Afterward, discuss the problem-solving strategies used and how they translate to clinical settings.

Navigation Challenge *45-60mins

At a local park or trail, create a navigation challenge using maps and clues. Participants solve riddles or tasks at each stop to progress. The activity emphasizes quick thinking, teamwork, and strategy in an outdoor, stress-free environment.

Farm-to-Table Outing *45-60mins

Visit a local farm or farmers' market for a hands-on problem-solving session. Teams are tasked with creating a menu using specific ingredients while considering constraints like budget, dietary needs, and availability.

••••• DESSERTS (JUST FOR FUN) •••••

- Baking Tips
- Local History Chat
- Mini Book Reviews
- Outdoor Movie Night
- Food Tasting
- Cultural Celebration
- Online Museum Tour
- Inspirational Quotes
- Comic Book Chat
- Video Game Night
- Art Appreciation
- Handmade Gifts
- Local Tour
- Poetry Reading
- Trivia Creation

PROFESSIONAL GROWTH
AND CAREER PLANNING
ACTIVITY MENU

... APPETIZER ...

Job Wish List *15-30mins

Each participant creates a "dream job wish list" ***Online**
outlining their ideal role's features (e.g., schedule, responsibilities, patient population). Share lists and discuss how they align with real-world roles.

Manage Up Spotlight *15-30mins

Participants pair up and take turns identifying one professional strength they admire in their partner based on observations or shared stories (e.g., teamwork, problem-solving, patient advocacy).

Personal Brand Workshop *30-45mins

As a Pod, reflect on individual nursing experiences and craft personal branding statements (e.g., "I'm a compassionate advocate for patient-centered care with a passion for education and mentorship"). Discuss how to use these statements in resumes, LinkedIn profiles, or career pitches.

Interview Practice *30-45mins

Role-play asking questions in an informational ***Online**
interview with a nurse in a niche field. Share strategies for reaching out to professionals and making the most of these opportunities.

Professional Roundtable *30-45mins

Gather at a nearby coffee shop for a guided ***Offsite**
discussion on career growth topics, such as setting professional goals, managing time effectively, or developing leadership skills.

... MAIN COURSE ...

"What If I Left Bedside?" *45-60mins

Have a group debate on the pros and cons of ***Online**
moving away from bedside nursing into other roles. Assign "pro" or "con" to different participants. Share personal insights or concerns about making this transition.

Nurse as Author *45-60mins

Discuss opportunities for writing in nursing, ***Online**
such as blogging, creating educational content, or contributing to journals. Participants brainstorm potential writing topics based on their experiences. Optional: Share poems, fiction, or other writing already completed.

Legal Nurse Consultant *45-60mins

As a Pod, review a fictional malpractice case and discuss how a legal nurse consultant might assist attorneys in evaluating it. Discuss skills and knowledge required for this role.

Lunch-and-Learn *45-60mins

Host a lunch-and-learn session at a local ***Offsite**
restaurant or community center. Bring in a guest speaker—like a hospital administrator or nursing leader—to discuss strategies for professional growth, work-life balance, or navigating leadership pathways.

Shadow-and-Discuss *45-60mins

Arrange a visit to a specialty clinic or outpatient ***Offsite**
setting, such as a cardiac rehab center or infusion clinic. Pod observes daily workflows, meet staff from different roles, and explore how these specialties contribute to patient care.

... DESSERTS (JUST FOR FUN) ...

- Coffee Tips
- Daydreaming Hour
- Spa Night
- Herb Gardening
- Cross-Stitch Circle
- Jewelry Making
- Handwriting Tips
- Journaling Session
- Memory Box
- DIY Candle Making
- Healthy Snack Share
- Favorite TV Show
- Bucket List Ideas
- Favorite Apps
- Hometown Highlights

WELL-BEING AND RESILIENCE ACTIVITY MENU

... APPETIZER ...

Gratitude Circle *15-30mins
*Online
Participants share one thing they're grateful for in their personal or professional lives. Close the circle with a brief discussion on how gratitude can help build resilience and positivity.

Stress Buster Sesh *15-30mins
Pod meets up and each participant shares their favorite quick stress relief method (e.g., herbal tea, deep breathing, a favorite mantra), with an opportunity to try it out. Compile ideas into a shared resource for the Pod.

Sound Bath *30-45mins
Host a short sound bath using chimes, tuning forks, or a sound bath recording. Pair with a guided relaxation or progressive muscle relaxation exercise to reduce stress.

"Stress-Free Zone" Plan *30-45mins
*Online
Brainstorm elements of a stress-free zone for the workplace or home (e.g., music, plants, essential oils). Share ideas and discuss small changes participants can make to their environment for better well-being.

Art for Resilience *30-45mins
*Offsite
Visit a local art gallery (Springfield Art Museum) and discuss how creativity can inspire and restore balance. Optional: pair with a simple art project, like painting or mandala coloring.

... MAIN COURSE ...

Digital Wellness *45-60mins
*Online
Pod discusses digital detox techniques, such as setting boundaries with technology and using apps to promote well-being. Focus on how to reduce screen time and create healthier habits around email, social media, and work communication.

Guided Journaling *45-60mins
*Online
Online journaling session where participants respond to and share prompts focused on self-care, resilience, and work-life balance. Prompts may include reflecting on challenges overcome, setting personal boundaries, or celebrating small victories.

Laughter Therapy Circle *45-60mins
Pods host a session of guided laughter exercises, embracing humor as a tool for stress relief. Include exercises like playful improv, funny prompts, stand-up comedy, or storytelling.

Shinrin-yoku *45-60mins
*Offsite
Pod participants walk mindfully in nature (any walking trail or park) and complete mindfulness exercises, including sensory awareness, slow walking, and reflective pauses. Experience deep relaxation, emotional resilience, and a renewed sense of balance during this "Forest Bath"

Wellness Cooking Class *45-60mins
*Offsite
Book a group cooking class or create one in a workplace kitchen. Focus on quick, nutritious meals for busy professionals, with a discussion on food and mental well-being.

... DESSERTS (JUST FOR FUN) ...

- Plant Swapping
- Knitting Circle
- Picnic Potluck
- Stargazing Meetup
- Mindful Coloring
- Board Game Night
- Personal Mission Crafting
- Origami Challenge
- Movie Themed Trivia
- Random Acts of Kindness
- Favorite Podcast Chat
- Community Journaling
- Group Playlist Creation
- Bookstore Tour
- Scrapbook Sharing

EDUCATION AND
KNOWLEDGE SHARING
ACTIVITY MENU

... APPETIZER ...

Certification Highlights *15-30mins

Each participant gives a 5-minute overview of a certification they hold or are pursuing (e.g., CCRN, CEN, IBCLC, etc.). Share why it's valuable, how to obtain it, and a key takeaway from their learning experience.

*Online

"One Slide" Presentation *15-30mins

Each participant prepares one PowerPoint slide on a topic they're passionate about (e.g., a new nursing technology, a patient safety tip). The group quickly rotates through, encouraging concise, engaging knowledge sharing.

Clinical Policy Debate *30-45mins

Pick a policy or guideline update and divide the group into teams to debate its pros and cons. Use this as an opportunity to think critically about changes and their implementation.

Podcast & Chat *30-45mins

Listen to a nursing-related podcast episode beforehand (e.g., Nurse Blake, The Nurse Keith Show). Meet virtually or in person to discuss the topic and how it applies to current practice.

Degree/Cert Celebration *30-45mins

Host an informal dinner or potluck where participants share their certification and/or advanced degree journeys. Include time for networking and celebrating milestones.

*Offsite

... MAIN COURSE ...

Book Chapter Discussion *45-60mins

Select a chapter from a nursing-related book or professional development book (e.g., The Nurses by Alexandra Robbins). Discuss its relevance and any actionable insights.

*Online

Webinar Watch Party *45-60mins

Attend a live or recorded webinar together on a clinical or professional topic (e.g., infection control updates). Follow with a group discussion to share key takeaways.

*Online

Hands-On Learning *45-60mins

Choose a skill tied to certifications (e.g., PICC line care, advanced cardiac assessments). Have a certified Pod member lead a demonstration, followed by practice and peer feedback.

Library Read-Out *45-60mins

Visit the local library for a hands-on session exploring healthcare-related databases and research tools. Participants can learn advanced search techniques, explore clinical research, and discuss with each other how to apply findings to evidence-based practice.

*Offsite

Journal Club *45-60mins

Choose a comprehensive journal article relevant to the group's specialty and meet at a relaxed off-site location, such as a park pavilion or quiet café. Spend the session breaking down the article's key points, implications, and how it can be applied to clinical practice.

*Offsite

... DESSERTS (JUST FOR FUN) ...

- Photo Editing Tips
- Virtual Cooking Class
- Outdoor Scavenger Hunt
- Cultural Food Night
- Charades
- Cheese Tasting
- DIY Vision Boards
- Legacy Box Creation
- Handmade Card Exchange
- Candlelight Storytelling
- Karaoke Night
- Trivia Quiz Bowl
- DIY Plant Terrariums
- Potluck Brunch
- Paint and Sip

DEPT/UNIT SPECIFIC ACTIVITY MENU

... APPETIZER ...

"Fix One Thing" *15-30mins
*Online
Each participant identifies one small change that could improve workflow or patient care on the unit. As a group, vote on the most impactful idea to explore further.

Scavenger Hunt *15-30mins
Pods create and go on a scavenger hunt to familiarize team members with underused resources (e.g., emergency equipment locations, patient education materials). Make it fun by adding trivia or challenges.

Unit Poster Creation *30-45mins
Design an educational poster for the unit on a relevant topic (e.g., infection prevention, fall safety). Divide tasks (content, visuals, layout) among participants for efficient completion.

Patient Flow Mapping *30-45mins
*Online
Map out the typical patient journey through the unit, identifying bottlenecks or inefficiencies. Discuss ideas to streamline processes for better patient outcomes.

Fresh Perspectives *30-45mins
*Offsite
Visit a non-healthcare organization known for efficiency, like a local manufacturing plant, tech company, or logistics center. Observe how they streamline processes or handle challenges, and hold a post-visit discussion on what strategies could be adapted for your department.

... MAIN COURSE ...

Unit Morale Boosting Plan *45-60mins
*Online
Identify ways to improve team morale and engagement (e.g., recognizing achievements, organizing social events). Develop a simple plan and assign responsibilities to implement it.

Resource Binder *45-60mins
Update or create a unit-specific resource binder (e.g., protocols, contact lists, quick-reference guides). Assign sections to team members for faster completion.

Safety Check Walkthrough *45-60mins
Conduct a unit walkthrough to assess safety measures (e.g., trip hazards, emergency equipment readiness). Compile findings and propose corrective actions.

Unit Trivia Challenge *45-60mins
Host a trivia game based on unit policies, equipment, or patient population specifics. Include lighthearted prizes to make it fun and engaging.

Mall Walk *45-60mins
*Offsite
Host a lighthearted "Mall Walk" at Battlefield Mall (or similar), where participants tackle prompts at different stores (e.g., "Find an item that represents patient-centered care" or "Describe how this shop's layout could inspire better workflow organization").

... DESSERTS (JUST FOR FUN) ...

- Community Cleanup
- Star Charting Night
- Gingerbread House Challenge
- Board Game Café Meetup
- Fitness Walk
- Icebreaker Game Circle
- Charity Walk-a-Thon
- Cookie Decorating
- Nature Photography Walk
- Storytelling Circle
- Memory Lane Scrap Session
- DIY Soap Making
- Local Farmers Market Trip
- Bonfire & S'mores Night
- Historical Landmark Tour

Peer



Pods

A LA CARTE MENU

Description

Looking for a bite-sized way to connect with your Pod and grow together? Choose one of these conversation topics, meet for at least 20–30 minutes, and enjoy a meaningful discussion. Wherever you gather—at a coffee shop, the breakroom, or even online—these chats will count toward your incentive goals. Bon appétit for the mind!

Topics

- What makes a great leader in healthcare?
- How do we manage burnout and maintain resilience in nursing?
- What's one skill you'd love to develop, and why?
- How do different generations in nursing approach patient care?
- Share a time you learned something unexpected from a patient or colleague.
- What would you improve about your unit if there were no constraints?
- How do we better balance empathy and professionalism?
- What's the most inspiring thing about nursing for you?
- How can we make communication on our team more effective?
- What are the small things we can do to enhance patient experience?
- What's a career path or specialty you've always been curious about?
- How do we foster a culture of learning and innovation on our unit?
- What advice would you give to a new nurse starting out?
- What's one tool, policy, or resource you wish we had to improve care?
- How do you personally build trust with patients and coworkers?
- What's a challenge in healthcare you'd like to help solve?
- If you could design your dream role in nursing, what would it look like?
- What do you think sets our team apart from others?
- How do we better recognize and celebrate team successes?
- What's a professional moment you're most proud of?

